OVERVIEW...
Indigenous Collaboration, Inc provides state-of-the-art facilitation and training grounded in the belief that every person wants to be a part of creating her/his future, in the workplace, in the community and in the world.

VALUES...
Indigenous Collaboration, Inc is noted for the ability to honor the participant, strengthen teamwork and prioritize action. The foundational values at the heart of our facilitation processes are straightforward:

- **PARTICIPATION** - Recognizing that each individual holds a piece of the puzzle and creating an environment of honor and trust which invites full participation.
- **TEAMWORK** - Broadening dialogue through creative patterns of small team breakouts that deepen understanding and strengthen decisions.
- **CREATIVITY** - inviting dialogue between rational knowledge and intuitive insights resulting in new options and innovative approaches.
- **CONSENSUS** - Developing decisions through a process of sharing all perspectives and discerning options that respect the diversity of individual views while honoring the whole.
- **ACTION** – Weaving all these values through processes that produce concrete actions and results.

SERVICES
In twenty years of work with native Tribes and communities Kabotie has developed a reputation for assisting groups with diverse perspectives in achieving communication, clear direction and decisive action. Customized products include facilitation, training and facilitator support.

Facilitation of...
- Conference Design & Facilitation
- Participatory Conferences & Work Sessions
- Board Retreats
- Participatory Strategic Planning
- Meeting Facilitation
- Tribal Inter-Departmental Planning

Training in...
- Group Facilitation
- Participatory Presentations
- Strategic Planning
- Action Planning
- Implementation and Planning Follow-up

Facilitator Mentorship Support...
- Event Design
- Process Design Formats
- Facilitator Tools
- Phone Consultation

We serve...
- Tribal Governments In U.S. and Canada
- Indian Organizations
- Government Agencies
- Community Focused Programs
- Foundations
- Non-Profit Organizations
- Educational Institutions
- Affinity Groups
- Community Based Organizations
CONSENSUS BASED
STRATEGIC PLANNING OVERVIEW

STRATEGIC PLANNING
Planning with Tribes, communities and organizations covers a wide range of topics and disciplines. The following list offers a sample of the types of sessions facilitated:

ECONOMIC PLANNING
- Economic Development Planning
- Tribal Small Business Development
- Tourism and Recreation Strategies
- Tribal Land Use Planning
- Oil and Gas Development Strategies

SOCIAL PROGRAM PLANNING
- Comprehensive Social Services Reorganization
- Tribal Health Promotion Strategic Planning
- Tribal Human Resource Development
- Tribal Prevention Strategies
- Tribal Education Planning

GOVERNANCE & JUSTICE PLANNING
- Comprehensive Tribal Strategic Planning with Council and Program Managers
- Comprehensive Environmental Protection Planning
- Integrated Resource Management Planning
- Tribal Justice, Courts & Enforcement Strategic Planning

REPRESENTATIVE LIST OF TRIBES & ORGANIZATIONS SERVED:
- Mescalero Apache Tribe
- Mashpee Wampanoag Tribe
- Naropa University
- Native Nations Institute
- Navajo Nation Division of Resource Management
- Notah Begay III Foundation
- Passamaquoddy Tribe
- Sandia National Laboratories
- First Nations Development Institute
- American Indian College Fund
- National Renewable Energy Laboratory
- American Indian Science & Engineering Society (AISES)
- Acoma Pueblo Board of Education
- Bush Foundation
- Council of Energy Resource Tribes
- First Nations Development Institute
- Fort Peck Sioux & Assiniboine Tribes
- Great Plains Society of Native Women
- Hopi Tribe
- Casey Family Programs

PARTICIPATORY STRATEGIC PLANNING is a consensus-based approach which brings the whole body of stakeholders together for dialogue and decision-making. This two and a half day comprehensive planning process assists each client in articulating its own vision and analyzing its own issues to create strategies and focused action for implementation. The four session format is flexible and customized to fit the specific needs and prioritized outcomes of the client.

The four workshop sessions involved in the process are described here:
CONSENSUS BASED
STRATEGIC PLANNING OVERVIEW

PRACTICAL VISION WORKSHOP

“What do we want to see in place in ten years, what are our hopes and dreams?”

The vision of an organization is held in part by all of its members, this workshop seeks to bring this all together in a shared picture of the future. The practical vision workshop is the responsive statement of hope within the given environment.

UNDERLYING CONTRADICTIONS WORKSHOP

“What are the issues and obstacles which block our progress towards our shared vision?”

The real issues facing an organization become manifest when placed under the light of a practical vision. Without a vision, problems and anxieties are relegated to “lists of things to do” or are explained away as personal conflicts. As a group considers the entire range of its issues together, root causes can be uncovered and objectified for focused consideration.

STRATEGIC DIRECTIONS WORKSHOP

“What actions could be taken in the next 2 years to address the underlying contradictions and launch the more immediate parts of our vision?”

In the Strategic Directions workshop people focus on action strategies. If an organization plans only in relation to its vision, it runs the risk of being overly idealistic and unrealistic. By planning strategically, that is, in relation to its real situation and the underlying contradictions, then it has a chance to realize its vision.

IMPLEMENTATION WORKSHOP

“What are priority accomplishments for year 1 and the 90-day strategic planning launch period?”

In the Implementation Planning workshop participants develop and project accomplishment milestones. Creating targeted implementation activities for short term implementation and assigning responsibilities for follow-through assist an organization as they move from planning to action.
BIOGRAPHIES

LESLEY KABOTIE, PRESIDENT, MASTER FACILITATOR

A member of the Crow Tribe of Montana, Lesley received her undergraduate degree from Stanford and a Masters in Non-Profit Management from Regis University. Lesley brings 24 years experience working with Tribal Governments, Tribal communities, federal agencies and departments, and other organizations and entities working with native peoples to align resources, develop skills, discern interests and develop opportunities that benefit native populations.

Lesley also consults with non-profit and community based organizations to connect vision with productivity. Lesley leverages decades of experience facilitating participatory strategic planning to help clients develop practical responses to issues that serve the wellbeing of the communities involved. Lesley’s experience in Indian Country spans education, health, culture, enterprise, business, technology, energy, environment and community development. Lesley has extensive experience with large group and conference facilitation and is a trainer in facilitation methods, program development, evaluation, resource development, non-profit Board governance, ethics and leadership development.

PAUL KABOTIE, VICE PRESIDENT, DIALOGUE AND GROUP CONSENSUS FACILITATOR

Mr Kabotie is a member of the Hopi Tribe of Arizona, and also is Santa Clara Pueblo from New Mexico, and a graduate of the University of New Mexico. In addition to his training as a dialogue and group consensus facilitator, he brings decades of real-world business, entrepreneur and non-profit board experience including corporate executive management, board leadership, managerial and financial systems development and management and project and personnel management.

Paul is a seasoned entrepreneur managing and developing every aspect of operations and business development of multiple distinct ongoing business enterprises. Paul has been an active member of the Denver Business community for over 17 years, as an active member and former chairman of the Rocky Mountain Indian Chamber of Commerce.

He also has over 20 years of involvement at the board level on a diverse array of non-profit service organizations, at every level of involvement and leadership, including the Indian Center of Santa Clara Valley, CA, the American Indian Science & Engineering Society, the Colorado Historical Society, and the Board of Trustees of the Hopi Foundation.

Indigenous Collaboration, Inc is a 100% native owned enterprise providing event facilitation, consulting services, organizational tools and technologies that support engagement and collaboration within Tribal governments, native non-profits, communities and enterprises that contribute to the well-being of indigenous peoples.